

**SUMMARY OF MAJOR CHANGES TO
DoD 7000.14-R, VOLUME 7A, CHAPTER 21
“SPECIAL PAYS FOR NURSE CORPS OFFICERS”**

All changes are denoted by blue font

Substantive revisions are denoted by a * preceding the section, paragraph, table,
or figure that includes the revision

Hyperlinks are denoted by *underlined, bold, italic, blue font*

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
210104	Revised repayment guidance.	Update
210105 Bibliography	Extended duration of authority for Registered Nurse Accession Bonus to December 31, 2011.	Update
210201 Bibliography	Changed Eligibility requirements to reflect current policy.	Update
210203	Inserted termination guidance.	Add
210204 Bibliography	Renumbered from 210203 and revised repayment guidance.	Update
210205 Bibliography	Renumbered from 210204 and Duration of Authority for Incentive Special Pay for Specialty Nurses extended to December 31, 2011.	Update
210302.D Bibliography	Increased the amount for a 4-year contract to \$50,000.	Update
210303	Inserted termination guidance.	Add
210304 Bibliography	Renumbered from 210303 and revised repayment guidance.	Update
210305 Bibliography	Renumbered from 210304 and extended duration of authority for Incentive Special Pay for Certified Registered Nurse Anesthetists to December 31, 2011.	Update
2105	Inserted hyperlinks to Service Instructions.	Add

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CHAPTER 21

SPECIAL PAYS FOR NURSE CORPS OFFICERS2101 REGISTERED NURSE ACCESSION BONUS

210101. Eligibility. To be eligible for the accession bonus, a person must:

- A. Hold a baccalaureate of science degree in nursing (BSN) from an accredited school of nursing.
- B. Be fully qualified to serve as a commissioned officer.
- C. Execute a written agreement to accept a commission as an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse, to serve on active duty for a period of not less than 3 years.
- D. Be qualified to become and remain a licensed BSN registered nurse as determined by the Secretaries concerned.

NOTE: A former nurse officer who no longer holds an appointment, and is otherwise eligible, must have been discharged from any Uniformed Service at least 2 years prior to execution of the written agreement to receive the accession bonus.

210102. Limitation on Eligibility. A person may not be paid a bonus if:

- A. The person, in exchange for an agreement to accept an appointment as an officer, accepts financial assistance from either the Department of Defense or the Department of Health and Human Services to pursue a baccalaureate degree. This includes, and is not limited to, participants of the Armed Forces Health Professionals Scholarship Program and Financial Assistance Program;
- B. The Secretaries concerned determine that the person is not qualified to become and remain licensed as a registered nurse; or
- C. The person holds an appointment as a nurse officer in either the Active or Reserve Component.

210103. Amount. The Secretaries concerned may, upon acceptance of the written agreement, pay an accession bonus to an eligible person in an amount not to exceed:

- A. \$20,000 for a 3-year contract; or
- B. \$30,000 for a 4-year contract.

* 210104. Repayment. An individual receiving a Registered Nurse Accession Bonus who fails to remain qualified as a licensed registered nurse for the duration of the agreed upon period, or who voluntarily terminates service on active duty before the end of the obligated period for which the payment is made will be subject to the repayment provisions of Chapter 2.

* 210105. Duration of Authority. Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2011.

2102 INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

* 210201. Eligibility. To be eligible for the Incentive Special Pay (ISP) for Specialty Nurses, a person must:

A. Be an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse; and

B. Be on active duty under a call or order to active duty for a period of not less than 1 year; and

C. Be a fully qualified registered nurse with an active, full unrestricted license in a designated specialty of:

1. Preoperative nursing.
2. Critical-care nursing.
3. Emergency nursing.
4. Obstetrics/gynecological nursing.
5. Medical-Surgical nursing.
6. Psychiatric/Mental Health nursing.
7. Community/Public Health nursing.
8. Pediatric nursing.
9. Neonatal Intensive Care nursing.
10. Nurse Midwife.
11. Any Nurse Practitioner.

D. Hold a nationally recognized certification in one of the clinical nursing specialties listed in subparagraph 210201.C; and

E. Have completed a specialty nursing course approved by the Service Surgeon General or a graduate program in one of the clinical specialties listed in subparagraph 210201.C; and

F. Execute a written agreement to remain on active duty for a period of **not less than 1 year** which is accepted by the Secretaries concerned.

210202. Amount. The Secretaries concerned may, upon acceptance of the written agreement, pay an eligible individual incentive pay in an annual amount not to exceed:

- A. \$5,000 a year for a 1-year contract.
- B. \$10,000 a year for a 2-year contract.
- C. \$15,000 a year for a 3-year contract.
- D. \$20,000 a year for a 4-year contract.

NOTE: Based upon the Service-unique requirements, the Secretaries concerned may decline to offer the Specialty Nurse ISP to any group that is otherwise eligible, or restrict the length of the contract for any or all eligible groups to less than 4 years. Each Secretary **may establish separate rates for each specialty listed in subparagraph 210201.C.** Secretaries may set rates for individuals **with service obligations** separately from those without **any service obligations.** Secretaries may restrict eligibility to **individuals** who have completed their initial service obligation.

* 210203. Termination of Entitlement. The Secretary of the Military Department concerned will prescribe regulations to terminate at any time a Nurse Corps officer's entitlement to Specialty Nurse ISP. Reasons for termination may include, but are not necessarily limited to, the following:

- A. Loss of privileges;
- B. Courts Martial convictions;
- C. Violations of the Uniform Code of Military Justice;
- D. Failure to maintain a current, unrestricted license; or
- E. Reasons that are in the best interest of the Military Department concerned.

NOTE: If the entitlement to ISP is terminated, then the officer will be paid, on a pro-rata basis, the portion served up to the official date of termination. The Military Departments shall establish regulations that specify the conditions and procedures under which termination may take place. The regulations and conditions for termination shall be included in the written agreement.

* 210204. Repayment. An officer in receipt of a special incentive pay who fails to maintain the eligibility requirements listed in paragraph 210201, and who voluntarily terminates service on active duty before the end of the obligated period for which the payment is made, will be subject to the repayment provisions of Chapter 2.

* 210205. Duration of Authority. Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2011.

2103 INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)

210301. Eligibility. An eligible commissioned officer is one who:

A. Is an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse;

B. Is on active duty under a call or order to active duty for a period of not less than 1 year;

C. Is a qualified Certified Registered Nurse Anesthetists (CRNA) with an active, full unrestricted license; and

D. Executes a written agreement to remain on active duty for a period of 1 year or more, which is accepted by the Secretaries concerned.

* 210302. Amount. The Secretaries concerned may, upon acceptance of the written agreement, pay an eligible individual incentive pay in an annual lump-sum payable at the beginning of the 12 month period for which the officer is to receive the payment, in an amount not to exceed:

A. \$20,000 a year for a 1-year contract.

B. \$25,000 a year for a 2-year contract.

C. \$35,000 a year for a 3-year contract.

D. \$50,000 a year for a 4-year contract.

NOTE: Each Secretary will set one rate for each category. Secretaries may set rates for obligated individuals separately from those without obligations within the above schedule.

* 210303. Termination of Entitlement. See paragraph 210203.

* 210304. Repayment. An officer in receipt of a special incentive pay who fails to maintain the eligibility requirements listed in paragraph 210301, and who voluntarily terminates

service on active duty before the end of the obligated period for which the payment is made, will be subject to the repayment provisions of [Chapter 2](#).

* 210305. [Duration of Authority](#). Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2011.

2104 [NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY](#)

210401. [Eligibility](#). The Secretary concerned may authorize the payment of Non-Physician Healthcare Provider Board Certification Pay (NPBCP) to an officer who:

- A. Is an officer in the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse;
- B. Is a healthcare provider in a clinical specialty that is privilegeable;
- C. Has a post-baccalaureate degree in his/her clinical specialty; and
- D. Is certified by a professional board in his/her clinical specialty.

210402. [Amount](#). The rate of NPBCP to which an officer is entitled shall be paid in equal monthly amounts.

<u>Years of Creditable Service</u>	<u>Annual Payments</u>
Less than 10 years	\$2,000
At least 10 but less than 12 years	\$2,500
At least 12 but less than 14 years	\$3,000
At least 14 but less than 18 years	\$4,000
18 or more years	\$5,000

NOTE: Creditable service, for purposes of NPBCP, is defined as all periods of active service after the officer was qualified in the healthcare provider specialty for which NPBCP is being received.

*2105 [REFERENCES](#)

210501. Army: DA Message 300132 Nov 10.

210502. Navy: [OPNAVINST 7220.17](#) and [Annual FY Medical and Dental Special Pay Plan NAVADMIN](#).

210503. Air Force: [Air Force Nurse Special Pay Plan](#).

BIBLIOGRAPHY

CHAPTER 21 – SPECIAL PAYS FOR NURSE CORPS OFFICER

*** 2101 – REGISTERED NURSE ACCESSION BONUS**

37 U.S.C. 302d
[ASD\(HA\) Memo, September 27, 2010](#)
[Public Law 111-383, section 612, January 7, 2011](#)

*** 2102 – INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES**

37 U.S.C. 302e
[ASD\(HA\) Memo, September 27, 2010](#)
[Public Law 111-383, section 612, January 7, 2011](#)

*** 2103 – INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE
ANESTHETISTS (CRNA)**

37 U.S.C. 302e(b)(2)
[ASD\(HA\) Memo, September 27, 2010](#)
[Public Law 111-383, section 612, January 7, 2011](#)

*** 2104 – NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY**

37 U.S.C. 302c
[ASD\(HA\) Memo, September 27, 2010](#)